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Welcome to this week's LSP News Bulletin. Please note Gary is currently away on Ofsted duties and will be back with a bulletin introduction next week.

Welcome to New LSP Trustees

We have recently appointed three new Trustees to the Trust Board. We're excited for the experience they bring with them and hope you join us in welcoming them to LSP.

Mark Blackman

Mark has over 35 years experience in education including 25 years in senior leadership positions. He has both primary and secondary experience and has been in various roles, from a classroom teacher to Headteacher and CEO. He has served as a governor in secondary and primary schools as well as being a trustee in multiple trusts. Mark now supports both the maintained school and academy sector in complex projects, solving problems as a freelance consultant. He is always interested in what makes a school a brilliant place for young people. Mark is a singer in his spare time and has performing credits as a backing singer on stage with international artists.



Sheila Williams

Sheila has over 25 years experience in Human Resources, specialising in organisational development, change management, leadership development, performance management and staff wellbeing. She has worked across retail, professional services and the public sector. An accredited coach, she supports senior leaders to strengthen decision-making and build cultures of continuous improvement. Sheila brings substantial governance experience from serving 10 years as a school governor, including six years as Vice Chair and Chair.



Alongside her full-time public sector role, she is an active member of her local WI and enjoys running, swimming and reading. Sheila lives in South Bristol, and has two children. She brings thoughtful challenge, strategic perspective and a values-driven approach to her trustee role.

Ben Yearsley

Ben has four years experience as governor of a primary school within LSP of which two years as Chair of that LGB, providing effective leadership and strong oversight within the education governance landscape. Professionally, he is involved with many FCA-regulated investment committees as well as family investment offices responsible for approximately £4bn in assets under management.



With a deep understanding of finance and extensive experience operating in rules-based, regulated environments, Ben brings robust financial expertise, disciplined risk management, and sound strategic judgement to governance roles.

Policies Approved - Admissions Arrangements for 2027-28

Trustees have agreed the Admission Arrangements for 2027-28 for all LSP schools.

These documents have been uploaded to our website and the relevant Local Authorities have been informed. Please also ensure you are familiar with their contents.

For ease, we strongly recommend that your school website directs parents to the [LSP Admissions webpage](#) for Admission Arrangements so you are compliant with DfE Expectations and the School Admissions Code.

A copy of these documents have also been uploaded [to Foldr](#): *LSP Policies/Admissions Arrangements 2027-28*.

Any questions please email [Eleanor Capel-Davies, Head of Administration](#).

Reminder: Upcoming Headteachers' Meeting

A reminder that all Primary Headteachers will be meeting on Thursday 5 March from 8.30am at Nailsea Baptist Church.

[Click here to view the agenda.](#)

Secondary Headteachers are meeting separately this term.

BANES Leadership Day - Friday 20 March 2026

NAHT are running a [BANES Leadership Training Day](#) which may be of interest to some school leaders. The day offers professional support and advice in 'tackling difficult situations' - covering 'calming a situation down', having difficult conversations, parental complaints (and how to ideally avoid them) and all aspects of legal obligations around SEND.

Government Social Media Consultation

The Government has launched a national consultation on how to improve children's safety and wellbeing online. The consultation, [Growing up in the online world](#), is currently open and will close on **Tuesday 26 May 2026**. School staff and parents are encouraged to take part - please feel free to share with staff and parents/carers.

Compliance with Government Uniform Expectations

Here are some important elements to check/action to ensure your school is compliant regarding [government expectations on school uniforms](#):

- As a school you should have a way for parents to purchase/acquire second-hand uniform. It may be your PTA can assist with this.
- Schools are expected to have a Uniform Policy published on their website - this is wider than your uniform rules/expectations. As previously mentioned we are working on a model policy for you and hope this to be ready in the next few weeks.
- From September 2026 compulsory branded items of uniform are limited to: three (for primary school) or four (secondary school, if one is a tie).

Compulsory Items

We are reminding you of the limitations on compulsory branded items now so that:

- Published uniform expectations (on your website, parents' handbooks etc) for September 2026 can be checked and published in plenty of time, especially before new (and current) parents start purchasing uniform items for the next academic year (usually Term 5 onwards).
- You have time to review order amounts with your uniform suppliers, so you do not have issue with overstock and charges.
- School leaders have time to discuss this with relevant departments - secondary schools are most likely to be impacted by these restrictions, and so elements of your uniform expectations (mostly PE kit) will need to be 'relaxed' with alternatives for branded items also being allowed.



Policies Approved - Core Services Charge 2026-27

As mentioned in the weekly bulletin of [11 February 2026](#) the Core Services Charge for 2026-27 has now been agreed and the % finalised.

A copy of the Core Services Policy 2026-27 can be found [in Foldr](#):

LSP Policies\Operational Policies.

PS Financial Accounting Upgrade to V7

PS Financials has now been upgraded to Version 7 and we will be launching the new version on 27 March 2026.

As advised in previous meetings, training for Version 7 will be delivered on-line via Teams on **Thursday 26 March 2026** to PS Accounting Users, **please make a provisional calendar note.**

The new Version only affects Accounting users, users with sole access to PS Online are unaffected and do not need to attend.

Current proposal for launch:

Friday 20 March - Schools will receive instructions on how to access the V7 test platform with guidance material and a provisional invite to Thursday 26 March on-line training session. (Times TBC when official invite sent).

Schools can access and view the platform ahead of the training.

Thursday 26 March - Online training commencing at 9.30am for all PS Financial Accounting users - please allow for the full day, training is expected to finish no later than 3pm.

Friday 27 March - Go Live Date (P S Financials will be down - we have not been advised for how long but please allow for a full day should any issues occur)

We highly recommend that all participants attend the training where possible due to the number of changes to the dashboard.

Please share this information with your Finance staff as there will be a period of downtime on Friday 27 March and Version 6 will not be available from that point moving forward.

Thank you for your co-operation.

Natalie Fear MAAT, Finance Manager

Upcoming statutory legislation changes

Under the [Employment Rights Act 2025](#), there are changes to employment law planned from 6 April 2026. A summary of these changes are as follows:

- 1) **Statutory sick pay** will be paid from day 1 of the illness, and not as is currently the 4th working day of the sickness absence.

Also, the statutory sick pay lower earning limit will be removed.

No policy updates are required for the LSP Managing Attendance Policy, as the above legislation changes are implemented by payroll.

- 2) **Paternity Leave** will be a day one right so staff no longer need to be employed for 26 weeks before being eligible for this leave.

Also, the restriction on taking paternity leave after shared parental leave is removed.

The LSP Paternity/Partner Leave and Pay Policy will be updated to reflect these changes.

- 3) **Unpaid parental leave** will be a day one right so staff no longer need to be employed for one year to be eligible for this leave.

The LSP Ordinary Parental Leave Policy (Unpaid) will be updated to reflect this change.

- 4) An increase to the '**protective award**' for failure to consult for collective redundancy will double from 90 days to 180 days. The protective award is the compensation awarded by an employment tribunal to employees when an employer fails to follow the legal requirement to consult during large scale redundancies.

The LSP Organisational Change Policy will be updated to reflect this change.

- 5) **Sexual harassment** will become a 'qualifying disclosure' under whistleblowing law, meaning protection from detrimental and unfair dismissal for whistleblowers making a sexual harassment disclosure.

Please ensure all staff have gone through the Sexual Harassment Awareness training available in the Teams group LSP - HR Secure: Sexual Harassment.

Support Staff Pay - Removal of SCP2

As part of the 2025/26 National Joint Council (NJC) pay agreement, SCP2 (pay point 2) will be permanently removed from the national pay spine for school support staff effective 1 April 2026. This move aims to increase the minimum pay rate for the lowest paid staff. Our Pay Policy will be updated and shared to schools shortly.

Support Staff Pay Progression - April 2026

Support staff pay progression spreadsheets were shared with schools on Monday 23 February via HR Secure for School Business Managers/Headteachers to update. For those schools who have an SLA HR Agreement with the Central Team, Central HR have updated the pay progression spreadsheet for the Headteacher to review and authorise.

All spreadsheets are to be returned to HR Secure by 10.00am on **Friday 20 March**. Central HR Team will then update the changes in iTrent for all schools in readiness for April payroll. Central HR will also prepare individual letters for staff and place in HR Secure for collection from Monday 20 April 2026. We ask for schools to review the letters ahead of sending them out to staff by Monday 27 April, in advance of April pay day.



Reminder: Submission of minutes and LGB updates to the Central Team

At their meeting in March, Trustees will be ratifying changes to LGBs and reviewing RAG rating comments/feedback.

Please can you ensure that, by **9.00am on Thursday 12 March 2026**:

- You have sent your latest minutes, including the RAG rating comment box to lgbreturns@lsp.org.uk
- You have [updated this form](#) with any leavers, new starters or reappointments to your LGB. A reminder that Trustees can make re-appointments in advance (for example reappoint in March for a term of office which will expire in May 2026).

If you have any questions please do not hesitate to email [Sarah Cran, Lead on Governance](#)

Reminder: Chairs' Forum

A reminder that our next Chairs' Forum is taking place next week. If there is anything you would like to raise or add to the agenda, please let me know so we can ensure the session is as useful and relevant as possible.

Attendance at the Chairs' Forum is expected as part of the chair role. If you are unable to attend, we welcome your Vice Chair attending in your place so your LGB remains fully included in the discussion.

The forums will be held online via MS Teams on:

Wednesday 11 March 2026 from 10.30am - [Join meeting here](#)

or

Thursday 12 March 2026 from 7.00pm - [Join meeting here](#)

Reminder: Term 6 Budget Sign-Off Reminder

All Local Governing Bodies (LGBs) must have met and discussed their 2026/27 budgets before the Trust's budget submission deadline on Friday 3 July 2026.

Please ensure these meetings are completed in time for papers to be submitted ahead of the Trust Board meeting in July.

Upcoming Lighthouse Learning Sessions and CPD Networks

The full programme of Lighthouse Learning CPD on offer for 2025-26 can be found on the [LSP website](#).

DATE	EVENT	AUDIENCE
Monday 9 March 3.30-4.30pm	Primary Priority Pupils Network Online via Teams	Primary Priority Pupil Leads
Wednesday 11 March 3.30-4.30pm	Secondary Priority Pupils Network Online via Teams	Secondary Priority Pupil Leads
Wednesday 11 March (10.30am) Or Wednesday 12 March (7.00pm)	LSP Chairs' Forum	Chairs
Monday 16 March 8.30-11.30am	Primary Geography Network @ English Hub, St Peter's Primary School	Primary Geography Leads
Monday 16 March 1.00-4.00pm	Primary SEND Network Online via Teams	Primary SENDCos
Wednesday 18 March 3.30-4.15pm	Secondary Attendance Network Online via Teams	Secondary Attendance Leads
Wednesday 18 March 3.30-5.00pm	Secondary Maths and MFL Networks Optional networks. Links circulated by N Wilcox	Secondary Maths and MFL Leads
Reminders of the dates for late March will follow in due course		

Bath and Wells Diocese Governance Training and Events

Please see the Governance Training and Forums information below, which should be shared with your schools LGB:

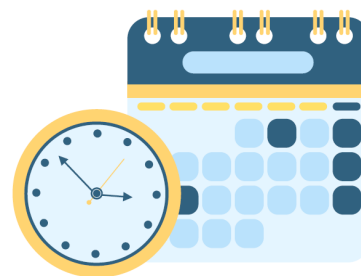
DATE	EVENT	BOOKING LINK
Wednesday 11 March <u>or</u> Thursday 12 March	School Leaders and Parish Partner Conference 2026	Further info and booking
Thursday 26 March	SIAMS for Schools	Further info and booking
Tuesday 28 April	New Chairs of Governors Training	Further info and booking
Tuesday 5 May	Church School Governance* for Renewing Foundation Governors	Further info and booking
Tuesday 12 May	Church School Governance* for new Members and Trustees	Further info and booking
Tuesday 19 May	Church School Governance* for new Foundation Governors	Further info and booking

*Church School Governance: Please note, this course is required if you are a new Foundation Governor/ Trustee or Member or if you are renewing your term as a Foundation Governor.



KEY DATES, DEADLINES & REMINDERS

These reminders do not replace the LSP Annual Planner so please ensure you are checking this regularly (link on next page).



DATE	INFORMATION	FAO
Thursday 5 March	Primary Headteachers' Meeting @ Nailsea Baptist Church. Click here to view the agenda. (Secondary Heads will meet on another date)	Primary Heads
Thursday 12 March	Deadline to ensure that latest LGB minutes and any changes to your LGB have been submitted to Central Team.	Clerks
Monday 16 March 10.00-11.30am	Operational Team Meeting (with SBMs & OMs)	All SBMs & OMs
Friday 20 March	Deadline to submit applications for SCA project funding. These are to be emailed to Callum Fear in the Central Estates Team.	Heads & SBMs/ OMs
Friday 20 March By 10.00am	Deadline to return Support Staff Pay Progression Spreadsheets to HR Secure.	Headteachers
Monday 20 April	Support Staff Pay Progression letters available in HR Secure for collection.	Heads & SBMs/ OMs
Monday 27 April	Deadline to review and send out Support Staff Pay Progression letters ahead of April pay day.	Heads & SBMs/ OMs

KEY LINKS

Please note the following links will only work for those who already have access to the relevant site or folder. If you feel you need to be given permission to access something please [let us know](#).



Annual Planner 2025/26

Click to view the Annual Planner for next academic year (Via Sharepoint)

Bulletin Index

Click to access an index of previous bulletin articles



Previous Bulletins

Click to access previous editions of the LSP Weekly News Bulletin

The Beacon

Click to read the latest edition of the LSP Newsletter: The Beacon



SHARE WITH US

Don't forget, you can submit your school news stories to be shared in our newsletters and on our social media.

Email your stories to: newsletter@lsp.org.uk